

Overseas Mail Delivery Further Curtailed by War Department

Military shipments and limited transportation facilities have made further curtailment of mail delivery overseas a necessity, local postal workers said this week.

In accordance with recommendations of the war department, they disclosed restrictions on

mail for army personnel addressed to APO's overseas. Parcels may be sent to APO's overseas at the specific written request of the addressee, approved by the battalion or similar unit commander of the addressee. Individuals serving overseas desiring to request the mailing of parcels to them will be required to include in their request a general description or name of the article requested and the grade or rating, complete address, and the signature of the individual making the request.

No packages exceeding five pounds in weight, 15 inches in length, or 36 inches in length and girth combined, shall be accepted for dispatch. Such parcels as may be sent must be accompanied with the approved written request from the addressee as above set forth when presented for mailing.

Individual copies of newspapers or magazines shall be accepted for dispatch to APO's outside the continental United States only where subscriptions are specifically requested in writing by the addressee, or for which subscriptions now are in effect. Copies to individuals shall be accepted only from publishers.

Although letters prepaid at the air mail rate of 6 cents per half ounce will continue to be transported by airplane as far as ports of embarkation, the war department has advised post office departments that no assurance can be given that letters other than V-mail, will be dispatched by airplane from ports of embarkation to localities overseas served by V-mail.

CAR SALES TOTALED
Exactly 9340 new passenger automobiles have been sold in the Southland from the time rationing began in March to November, an eight-month period.

Walteria P.T.A. Hears Talk by District Officer

With Mrs. Blanche S. Hook, an officer of the California P. T. A., and also parliamentarian of the 10th District P. T. A., as principal speaker, the Walteria P. T. A. met Thursday, Jan. 14, Mrs. Hook spoke on "Human Resources" and gave excellent advice to the large group at the meeting, advice particularly appropos to the present critical period in the lives of all Americans.

The chairman of the Lomita, San Pedro P. T. A. Council, Mrs. L. F. Watson, gave a short talk on "Home Service." The president, Mrs. E. J. Deurloo, presided. Fifth and sixth-grade pupils of Mrs. Helen Zillgett gave an interesting demonstration of "Pottery Making in the United States."

Following the reading of a communication regarding the current "March of Dimes" drive, the sum of \$2.15 was collected for the fund. Mrs. Clara Lund, membership chairman, reported the Walteria P. T. A. now has 80 members. The principal, Mrs. Zillgett, announced the award of a poster to the Walteria school for its record in purchasing 90 per cent of its War Stamps quota.

The group voted to purchase a Minute Man flag for the school. The following new chairmen were introduced: Mrs. Don Rose, Sunshine, and Mrs. Vivian Callihan, publicity. Mrs. Callihan, room mother chairman and her committee, Mrs. Reese, Deloria, and Mrs. Raymond Shirley, served cookies and coffee following the meeting.

The first locomotive used in the construction of the Panama canal, "Old 104," weighing 70 tons, has gone to scrap in the national salvage drive.

Questions and Answers on Job Control

To clarify problems which may arise from the stabilization of jobs in the Southland by the War Manpower Commission, questions and answers relative to the plan have been prepared by authorities as follows:

Question—What is the name of the W. M. C. manpower stabilization plan?

Answer—The Southern California Area War Manpower Commission Plan for Control of Pirating, Undue Migration and Excessive Labor Turnover.

Q—Who developed the manpower stabilization plan?

A—The War Manpower Commission for Southern California.

Q—What is the War Manpower Committee for Southern California area?

A—A committee composed of five representatives of labor, five representatives of management and the Area War Manpower Commission director, serving as chairman.

Committee Functions

Q—What are the functions of the committee?

A—The committee is advisory to the W. M. C. area director. It constitutes the voice of labor and management in the functions of the War Manpower Commission.

Q—Why is a manpower stabilization plan necessary?

A—Because there is a tremendous loss of production of war material due to labor turnover, labor piracy and absenteeism.

Q—To what extent does turnover affect our war production in Southern California?

A—It is estimated that 30,000 or 35,000 workers change from one employer to another each month. Thousands of man-days of labor are lost in this way.

Q—The production of all war materials can be tremendously increased if we keep these workers on their jobs.

Against "Pirating"

Q—Why is it considered wrong to hire a worker away from another employer?

A—(1) Production can be brought to a standstill if certain small shops lose only one or two men. (2) The expense involved in a worker's move from one employer to another is tremendous considering the advertising, personnel workers, space, investigations, training and clearing in processes. (3) There is no time personnel loss for highly skilled jobs and it is harmful for an employer to pirate a worker from another employer because production suffers at the second employer's plant while a new worker is being trained.

Absenteeism Mounits

Q—How serious is the problem of absenteeism?

A—One of the most serious problems in war production is that of unnecessary absenteeism, chiefly on Mondays or after pay days. In many industries this amounts to as much as 10 per cent of productive capacity. This means that many planes, ships and ordnance are not made each year because workers were not on the job.

Q—What is the purpose of the plan?

A—To curtail undesirable and unnecessary movement of workers from one employment to another.

Q—What does the plan do?

A—(1) Prevents the release of workers from one plant to another except when such release contributes to the war effort. (2) Prevents the employment of a worker unless he has an availability certificate to indicate that the change in employment is approved. (3) Restricts layoffs and discharges of workers by employers. (4) Provides for appeals by workers, employers and their representatives when decisions with regard to releases are considered improper.

Use of Certificate

Q—What constitutes evidence that a change of employment is in accord with the plan?

A—An availability certificate which the worker must present to the new employer.

Q—What is an availability certificate?

A—It is a simple form issued to the worker by his last employer or by a representative of the War Manpower Commission, approving the change of employment.

Q—Is the decision of the W. M. C. representative final?

A—No. The decision may be appealed to an appeals committee, and from there to the Area War Manpower Committee if necessary.

Q—What does the worker do with the availability certificate when he receives it?

A—The worker presents it to his new employer, a sufficient authorization for the new employer to hire him. No employer shall hire any person unless he has a W. M. C. availability certificate.

Duties of Employer
Q—Where will the appeals committee be located?
A—In the local offices of the United States Employment Service.
Q—Under what conditions will this availability certificate be issued?
A—Only when change in em-

ployment is in the best interest of the war effort.

Q—May an employer lay off or discharge workers under the plan?

A—The employer is responsible for preventing layoffs except when necessary because of circumstances beyond control of the employer such as the completion of a job, shortage of materials, machinery breakdowns and the like.

The employer is responsible for preventing discharges except when resulting from conditions over which the employer has no control, or when an employee has been guilty of misconduct, such as drunkenness, chronic loafing, insubordination, dishonesty, or continued absence without excuse.

Four Copies Issued

Q—What distribution is made of copies of the availability certificate?

A—Four copies are issued. One copy is kept by the last employer; one goes to the War Manpower Commission for its records and two copies are retained by the worker, one of which is presented to the new employer.

Q—Will this plan fasten workers permanently to their jobs?

A—No. Changes in employment can still be made but such changes must be for approved reasons.

Q—Where will employers secure availability certificate forms?

A—Employers or unions may print their own forms, according to W. M. C. specifications. These forms will not be furnished by the War Manpower Commission.

Q—If a worker follows one occupation but changes employer frequently, such as a warehouse laborer, must he obtain a new certificate each time a change is made?

A—No. A special "extended availability certificate" has been designed for such workers. This certificate will be valid for a specified length of time.

Transfers Permitted

Q—Are all employers affected by this plan, or just employers in war work?

A—All employers will be included under the plan, but the plan is being placed into effect

first in the essential industries, in order not to overload W. M. C. facilities. Announcements of its effective date in other industries will be made later.

Q—Can workers transfer from one nonessential industry to another without an availability certificate?

A—Yes. At the present time use of availability certificate applies only to those workers in essential industry.

Q—Will availability certificates be issued to workers who desire to transfer from essential to less essential industry?

A—No. Except under the most extenuating circumstances.

On Voluntary Basis

Q—Can a worker leave his present job to accept a job with greater pay?

A—Under some conditions. An availability certificate will be issued if the job on which the worker is now employed does not utilize his highest skill, or if he is employed for a substantial period less than full time. An availability certificate will also be issued if the compensation on the present job is substantially less than the rate prevailing in the community for the same kind of work. Section 5 (e) of the plan states:

"5—Availability certificates shall be issued only when a change of employment is in the best interests of the war effort."

Q—What will happen if employers and workers do not comply with the provisions of this plan?

A—This program is an effort to attain on a voluntary basis the reduction in labor turnover which is necessary to the winning of the war. If voluntary plans of this kind fail, then a compulsory program will be necessary.

Chiropractor Opens Offices

Dr. C. J. Wade, chiropractor, announces the opening of offices at 1337 El Prado, in the quarters formerly occupied by Dr. H. G. Mitts. His office hours are daily from 9 a. m. to 5 p. m. and evenings from 7 to 10 o'clock.

For the present, Dr. Wade will also be at his office on Sundays from 9 a. m. to 2 p. m.

Postoffice Slated For Keystone

In response to a petition circulated by residents of Keystone, requesting the postoffice department to establish a postoffice in Keystone, notices of an examination for postmaster have been posted, closing date for applicants being Feb. 1.

Applicants must be between the ages of 21 and 65 and residents of the community. Location of the office and proper transportation of mail must also be provided.

The district was formerly served by rural route from Torrance and for the past several years by a rural substation of the Torrance office.

The postoffice if established will be fourth class and the postmaster not under civil service but appointed by the postmaster general. Compensation is based on sales and cancellations.

Rectory Project Pressed Here

The committee appointed by Rev. Paul M. Wheeler, vicar of St. Andrew's Episcopal church, to investigate possibilities of securing a rectory, held its first meeting and made tentative plans last week. These arrangements are to be presented to the congregation at a special dinner meeting Wednesday night, Feb. 3.

Present plans call for the purchase of a house suitable for a church rectory because at the present time it is impossible to build. The committee has announced an initial gift of \$500 to start the purchase fund.

Townsend Club Activities

Torrance Townsend club No. 1 will meet Friday evening, Jan. 22 at the Men's Bible class, bldg. on Cravens ave. Bunco and dancing will be enjoyed. Everyone is welcome.

You'll want to write often on The Herald's new stationery.

Confirmation Date Announced by Vicar

Rev. Robert Gooden, suffragan bishop of the diocese, will administer the rite of confirmation at St. Andrew's Episcopal church on Passion Sunday, April 11, according to the vicar, Rev. Paul M. Wheeler. Confirmation classes for adults and children will be organized next week, he said.

How Long Will My Car Last?



FOR THE DURATION, Mister... if you bring it in regularly for a thorough Mobilubrication

And when you leave your car for service, we will be glad to inspect your tires.



FOR BOTH TRUCKS AND PASSENGER AUTOMOBILES

If you need a NEW or RE-TREAD TIRE, bring your Certificate from the War Price and Rationing Board, and see our line of dependable

U. S. TIRES

A. F. 'Pinky' PALMER

General Petroleum Products MOBILGAS — MOBILOIL Carson at Arlington

Phone 789



WAR PRODUCTION BOARD AMENDS NATURAL GAS ORDER

What this amended Limitation Order now means to gas heating users...

THIS ORDER, known as L-31, was issued last February by the War Production Board. It was designed to make the most effective possible use of our country's natural gas facilities for the duration of the war. For this reason it limited the use of gas for heating homes by placing certain restrictions on the installation and use of certain kinds of gas heating appliances.

Here is a brief interpretation of the amended provisions which affect heating, but do not affect cooking, water heating, or refrigeration:

- Any house heating equipment which was eligible for use and was being used in a residence prior to November 30, 1942 (effective date of the change in the Order) may be continued in use.
- Additional gas heating equipment may no longer be installed. (Formerly, under the Order, "minor" or "auxiliary" gas heaters could be added.)
- Worn-out gas heating equipment may be replaced by new equipment of the same type and of no greater capacity than the old equipment. However, for example, "central" gas heating equipment, such as a furnace, cannot be installed to replace individual room heaters, as it would be of a different type. (Sale of new heating appliances is limited by other Governmental Orders, and your heating dealer should be consulted, if you plan to purchase.)
- Use of gas heating in new houses is further restricted. Under the former Order, gas heating equipment could be used in "restricted new houses" (those started after March 1, 1942) if such use was incidental to the use of other fuel for heating, or if the occupant owned and used the gas heating equipment at a former location. Under the amended Order, however, NO gas HEATING appliances can be installed or used in restricted new houses, unless they were installed and eligible prior to November 30, 1942.
- Installation of ineligible gas heating equipment, as well as its use, is prohibited by the amended Order.

For further information, telephone or inquire at the nearest office of SOUTHERN CALIFORNIA GAS COMPANY

GAS — IS VITAL TO WAR PRODUCTION

... Use it wisely

Buy United States War Bonds and Stamps

Sale HARDWARE Sale FINAL THREE DAYS

CLOSING FOR THE DURATION FRIDAY - SATURDAY - SUNDAY WE ARE CLOSING OUR DOORS SUNDAY NIGHT THIS WILL BE YOUR LAST CHANCE

- | | | | |
|-------------------|--------|-----------------------------------|--------|
| GARDEN RAKES | 99c | KEYHOLE SAW | 39c |
| GARDEN HOES | 69c | LIGHT FIXTURES | |
| DEVIL GRASS RAKES | 69c | 3-Lite Monterey Brass | \$1.39 |
| PRUNING SAWS | \$1.19 | Bathroom Pull Chain | \$1.29 |
| SHOVELS | \$1.19 | Pull Chain Ceiling Pan | 49c |
| HAMMERS | | | CHROME |
| CLAW | 39c | HOUSE PAINT | |
| CLAW | 54c | \$1.00 - \$1.50 - \$2.50 - \$3.00 | |
| RIP | 59c | BIG SAVINGS IN | |
| SMALL SAW | 69c | W. P. FULLER'S PAINTS | |

Roof Coating 5 gals. Sealtite 69c 5 gals. Asbestos Coating \$1.29

ALL DISHES AND GLASSWARE AT A BIG SAVING LAST DAY SUNDAY

144th and Western SHOCK'S Menlo 4-1919 Phone